

EXHIBIT 5

IV. DAMAGES.

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| 1.) COBRA penalty (as of Sept. 2, 2004, when Case #3:04-CV-00321 was first filed). | \$18,590.00 |
| 2.) Lost wages and benefits..... | \$1,580,074.00 |
| 3.) ERISA (pension) loss | \$6,099.59 |
| 4.) Punitive damages..... | \$14,220,666.00 |
| 5.) Court costs and expenses..... | \$19,670.30 |
| 6.) Attorney's fees (as of Feb. 2007)..... | \$76,385.72 |
| 7.) + pre and post-judgment interest | (to be determined) |
| Total | \$15,921,485.61 |